

## Diversity and Inclusion: A Statement of Principle

United Way of America will continually strive to be a model of diversity and inclusion. The United Way of America's Board of Trustees, staff, and volunteers must reflect all of the many faces, and walks of life, which proudly make up our nation. Together we genuinely demonstrate the principles of diversity and inclusion which enrich all communities.

To value diversity is to respect and appreciate race, religion, skin color, gender, nationality, sexual orientation, gender identity, physical abilities, age, parental status, work and behavioral styles and the perspectives of each individual shaped by their nation and experiences. To be inclusive is to leverage diversity by bringing together unique individual backgrounds to collectively and more effectively address the issues facing our communities.

It is our aim, therefore, that United Way of America's partners, strategies, and investments reflect these core values. Diversity is a critical component to achieving success in an ever-changing environment. Everyday we experience the dramatic changes occurring in our country: changing demographics and changing needs. Our ability to employ effective inclusion practices and to make them an integral part of our business will enable United Way to fulfill its mission of improving lives by mobilizing the caring power of communities.

Approved by United Way of America Board of Trustees

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